

Session #1: DiSC: Understanding Personal Styles

Objectives:

- Learn all DiSC styles: key behaviors, strengths and weaknesses and needs
- Increase awareness of your DiSC style and its influence on how you lead
- Learn a method for recognizing others' styles and how to adapt to other styles
- Understand MyEverythingDiSC and how it can relationship building

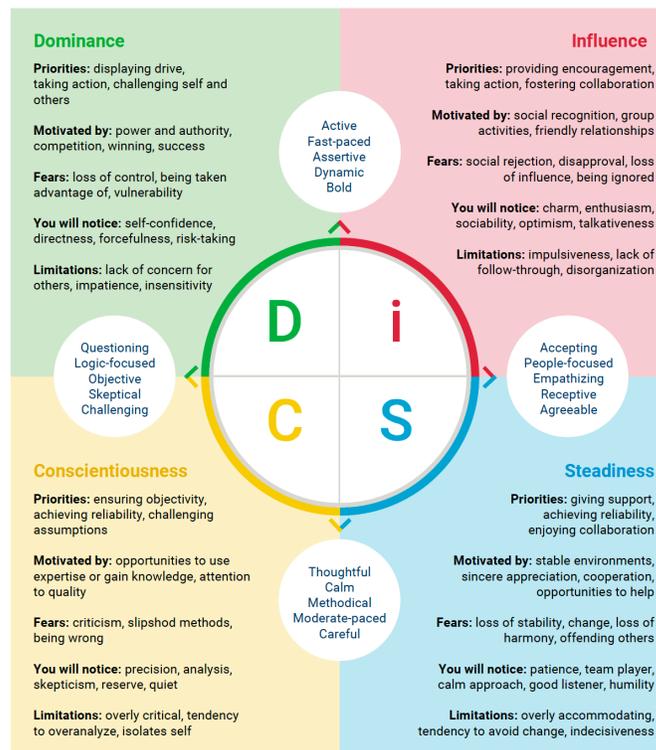
Understanding Your Personal Style

Concept: DiSC is a behavioral assessment tool that helps us better understand ourselves, our work preferences and those of others. The goal is to improve how people work together and to build better relationships. The cornerstone principles of DiSC are critical to the use and application of DiSC:

- All DiSC styles are **equally valuable**, and people with all styles can be effective managers
- Your management style is also influenced by **other factors** such as life experiences, education, and maturity
- **Understanding yourself** better is the first step to become more effective with your employees and your manager
- Learning about other people's DiSC styles can help you **understand their priorities** and how they may differ from your own
- You can improve the quality of your management experience by using DiSC to build more **effective relationships**

Overview of DiSC®

The graphic below provides a snapshot of the four basic DiSC® styles.



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Sponsor Summary



Class Activity: During class, participants spent time learning about their own styles by getting into a group with others who had a similar style. They discussed their likes, dislikes, motivators, stressors, strengths and tendencies as a people leader, etc. Each group shared a summary of their discussion with the rest of the group to support learning about other styles and their differences.

Sponsor Follow-up: To continue the participant's learning, ask the participant to share highlights of their style to you. Some questions to facilitate the conversation are below. In addition, we encourage you to share how you would respond to these questions to support the conversation and continue to build your relationship with the participant.

- Was there anything that you learned about yourself during the DiSC assessment and/or in-class exercise that stood out to you?
- What is one thing that you want to do differently as a result of learning about your style?
- What is one thing that you want to remember about a different style than your own?
- If you think about the people who you work most closely with, are there any things you could do differently to improve those working relationships?